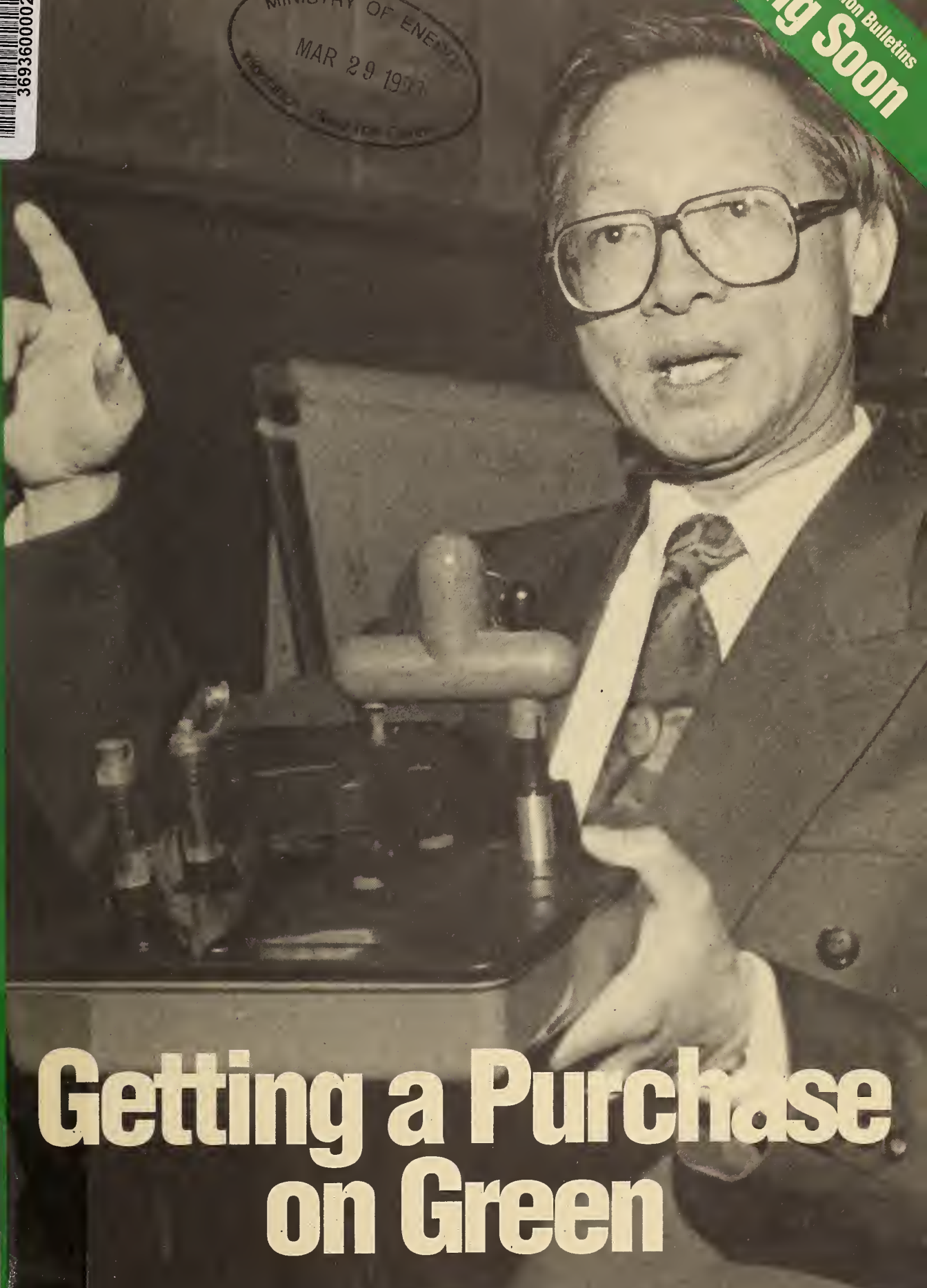


Integration Information Bulletins
Coming Soon



Environment
Ontario's
Employee
Newsletter

March 1993

Getting a Purchase on Green

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MOE

clean talk

March 1993

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Ontario's Clean Water Agency

A Message From
the Deputy Minister



ON FEBRUARY 9, 1993, THE PREMIER announced the government's major economic renewal infrastructure program. The program will support the government's multi-year commitment to rebuild the provincial economy and accelerate the creation of much-needed jobs. This commitment to infrastructure investment will include the creation of three new Crown corporations under the umbrella of the jobsOntario program.

Under this economic renewal initiative, the government will create the Ontario Clean Water Agency, with a mandate to invest in the development of water and sewage infrastructure in order to protect the health of the people of Ontario and the quality of the environment. The new Crown agency is to report to the Minister of Environment and Energy.

A major question, of course, is what impact creating the new agency will have upon ministry staff. Not all the

details have been worked out, but I can assure you that under a Schedule 4 agency, the status of affected employees as civil or public servants will be retained. Where functions and activities are to be included in the new agency, individuals and their current salary or wages, benefits and seniority will continue. Staff will retain the same job protection they have presently.

To facilitate a smooth, planned transition in the days to come, I have asked **Jim Merritt**, who has been seconded to the position of Executive Director, to head a small transition team to work on the various aspects of establishing a new agency. He, along with your division heads and management, will be kept informed as we progress along the way. Staff may also call the Clean Water Transition Team at (416) 314-3538 for more information.

Richard Dicerni, Deputy Minister

We have a new identity and a new minister!

Bud Wildman is the new minister of a new ministry—the ministries of the Environment and Energy have joined forces to become the Ministry of Environment and Energy. Mr. Wildman's appointment and the decision to integrate Environment and Energy were announced by Premier **Bob Rae** on Feb. 3, 1993, as part of a major reorganization of the Ontario Government.

Mr. Wildman replaced **Ruth Grier** as Minister of the Environment and **Brian Charlton** as Minister of Energy. Mrs. Grier became Minister of Health. Mr. Charlton moved over to the Ministry of Government Services, which has combined with Management Board Secretariat, where he is also chair.

MPP for Algoma since 1975, Mr. Wildman was appointed Minister of Natural Resources and Minister Responsible for Native Affairs when the



Bud Wildman became Minister of Environment and Energy on Feb 3

NDP formed the Government in October 1991. Mr. Wildman will retain his Native Affairs portfolio.

Mr. Wildman lives in Echo Bay, east of Sault Ste. Marie, with his wife Anne and their four children.

Our production schedule is showing!

You've probably noticed that this issue of *Clean Talk* says March 1993, but focuses only on Environment staff, even though we became the Ministry of Environment and Energy on Feb. 3, 1993.

Puzzled? You shouldn't be — you see the March edition of *Clean Talk* was planned and written in mid-January, before we knew the ministry was going to be joined with Energy. So we can't help but look a bit out of date.

Your employee newsletter will change to reflect the new ministry, it's new people, policies and programs. So keep your eyes peeled and see what develops!

Jane Hargraft, editor



OVER THE TOP

Congratulations, MOEers! You outdid yourselves in the 1992 United Way Campaign, with a total contribution of \$110,303—\$6,000 more than the previous year.

Between the payroll deduction donations and proceeds from the many special events that were held between September 13 and November 6, MOE's contribution actually exceeded the campaign goal by eight per cent. This success is due in large measure to the

enthusiastic efforts of all the volunteers working with **Conrad de Barros**, water resources officer, technical support services, Investigations and Enforcement Branch, who coordinated the 1992 United Way campaign for the 1,759 MOE employees in the Greater Toronto Area (GTA).

MOE's participation rate was 78.5% — 4 per cent higher than the 1991 campaign — and the number of payroll deduction donors increased to 754. Not

only does this represent a 4.8% increase over the previous year — the average donation was also up by \$3.20.

"I am very proud of the effort put forth by the members of the MOE United Way committee, team captains, canvassers and all other staff volunteers," says Conrad. "This was truly a team effort! All employees who made a donation or purchased any of the United Way merchandise should be commended for their generosity."

MAINLY *because of* THE FISH

It's that time of year again, when thousands of anglers eagerly await the spring publication of MOEE's *Guide to Eating Ontario Sport Fish*. The guide has gained such a following since it was launched in 1977 that it is now one of the most popular government publications — second only to the provincial road maps — with a distribution of 300,000 copies. It also represents the largest database of sport fish contaminant levels in North America, thanks mostly to the efforts of four MOEEers whose work is dedicated to the Sport Fish Contaminant Monitoring Program (SFCMP).

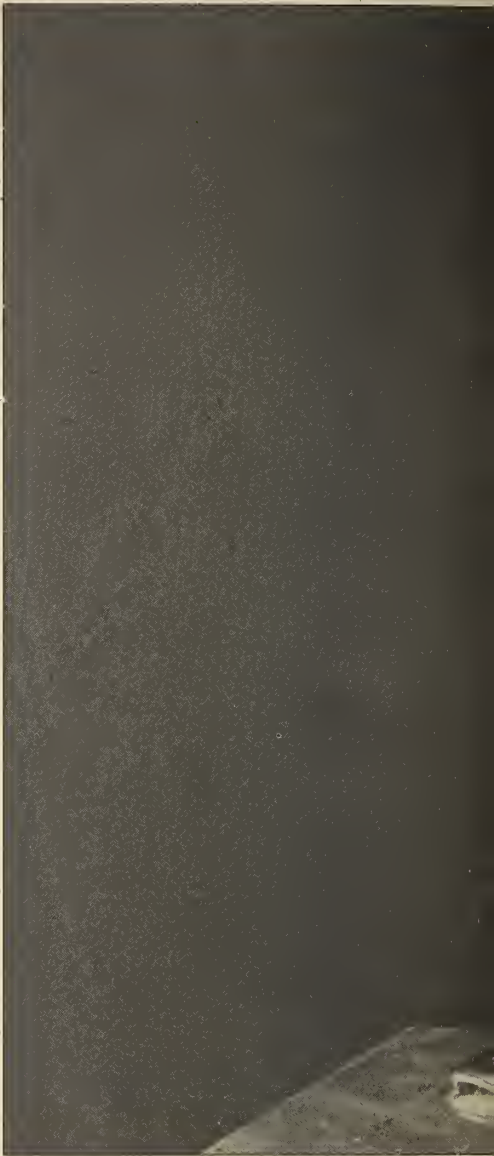
"When the guide first appeared, it had 45 pages of data on a few major species of fish in 167 locations throughout Ontario," says **Alan Hayton**, coordinator of the program, which is part of the Water Resources' Watershed Management Section. "It's now 180 pages, with consumption advice on 45 species from 1,600 angling areas in the province. And when we started, fish were analyzed primarily for mercury and PCBs. There's been a significant increase since then in the number of contaminants we test for."

Chuck Cox and **André Vaillancourt** are sport fish contaminant specialists with the program. Chuck coordinates

the semi-annual guide with the Public Affairs and Communications Services Branch and reports on the trends in contaminants, while André coordinates the province-wide sport fish collections, which are capably carried out by staff from the Ministry of Natural Resources. As the program has expanded, so has the size of these collections, which now bring in 6,500 to 10,000 fish each year. And before these fish are analyzed by the many dedicated scientists and technicians in the MOEE laboratories in Thunder Bay and Toronto, they have to be individually ground up and labelled. For the past 15 years, mercury technician **Bobby Howard** has handled that time-consuming task at the Toronto lab, where he prepares 30 to 40 fish a day for analysis.

"I was a lab attendant before and I used to go fishing with Jim Bishop, who was supervisor of the lab at the time," says Bobby, who joined the MOE in 1961. "When he saw how fast I filleted fish, I got this job, because back then all the fish had to be filleted first. Now, most of them are already cut up and ready to be ground."

Once the samples are prepared, they go to the trace organics, dioxins and mercury labs for testing. The data are then sent back to Chuck and André for



statistical interpretation to determine what size and how much of each fish species can be safely consumed within the fish consumption guidelines. Those guidelines are set by Health and Welfare Canada and then adapted to the SFCMP program for the guide.

"This information is particularly important now, because there's so much more sport fishing in areas of the province, such as Lake Ontario, that have potentially high levels of contaminants," says Alan. "And when it comes to sport fishing reporting, we're the envy of North America because this is the largest program of its type. We analyze for more contaminants than anyone else, and because we've got 17 years of accumulated data, we're far ahead of everyone."



Bobby Howard (above with fish) has been filleting fish for Ontario's Sport Fish Guide Program for 15 years.



(Lower left) Chuck Cox (l), Alan Hayton (m) and André Vaillancourt (r) round out the Sport Fish Program team.

TASK FORCE GETS ROLLING

More than 50 MOEEers applied for volunteer positions on the new Employment Systems Review (ESR) Task Force, announced in December. After reviewing the applications to ensure that the Task Force is representative of the ministry's diverse work force, co-chairs **Gerry Ronan**, assistant deputy minister, Environmental Sciences and Standards Division, and **Brian Howden**, senior environmental officer technician, Muskoka-Haliburton District Office, announced the names of the members on February 3, 1993.

The task force membership includes: **Shirley Remmen**, Northwest Region; **Fulford Chin Choy**, Approvals Branch; **Jeannette Huchinson**, Investigations and Enforcement Branch; **Don Ogner**, Air Resources Branch; **Elaine Farley**, Northwest Region; **Ores Ting**, Laboratory Services Branch; **Suzanne Belanger-Fontaine**, West Central Region; **Marie Thomson**, Southwest Region; **Candi Kilfin**, Central Region; and **Ahmed Hamud**, Systems Information and Technology Branch. In addition, **Jessie Plater**, planner, Human Resources Branch, was appointed ESR project manager.

Less than a week after their appointment, task force members gathered at 250 Davisville for five days of intensive training conducted by the Management Board Secretariat. Immediately follow-

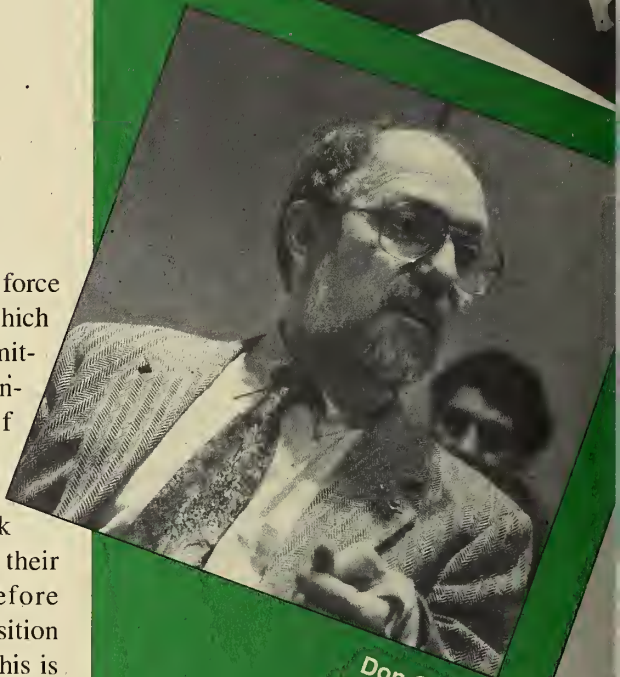
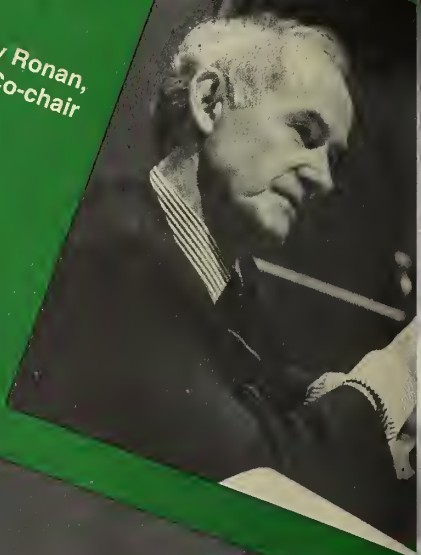
ing the training sessions, the task force held its first official meeting at which they began discussing the subcommittees that would be required to conduct a comprehensive survey of MOEE's employment systems, policies and practices.

"We wanted to wait until the task force members had gone through their training and met as a group before determining the nature and composition of subcommittees," says Gerry. "This is to be a team effort and the task force members are an integral part of the decision-making process involved in this review."

The ESR Task Force and subcommittees will spend one or two days a week on this joint management/OPSEU initiative over the next 10 to 12 months. During that time, they will identify any employment barriers that may be faced by the designated groups within the MOEE and then develop a strategy to remove those barriers, with the co-chairs presenting the task force's final recommendations to Deputy Minister **Richard Dicerni** by the end of the year.

"Bargaining unit staff are pleased to have the opportunity to participate in this important review alongside management," says Brian, OPSEU's ministry employee relations committee co-chair. "The input of all staff to this process will be necessary to successfully make meaningful recommendations to the deputy minister."

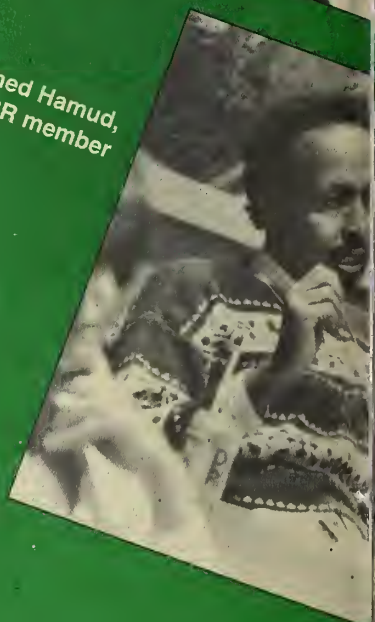
Gerry Ronan,
Co-chair



Don Ogner,
ESR member

Cathy Gibson,
Management Board
Secretariat

Ahmed Hamud,
ESR member



Jennifer St. Aubyn,
Employment Equity Office



Jessie Plater,
ESR Project Manager



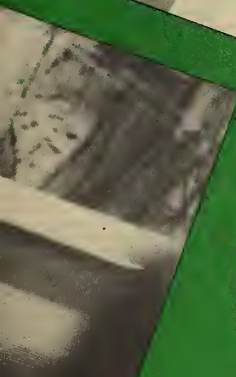
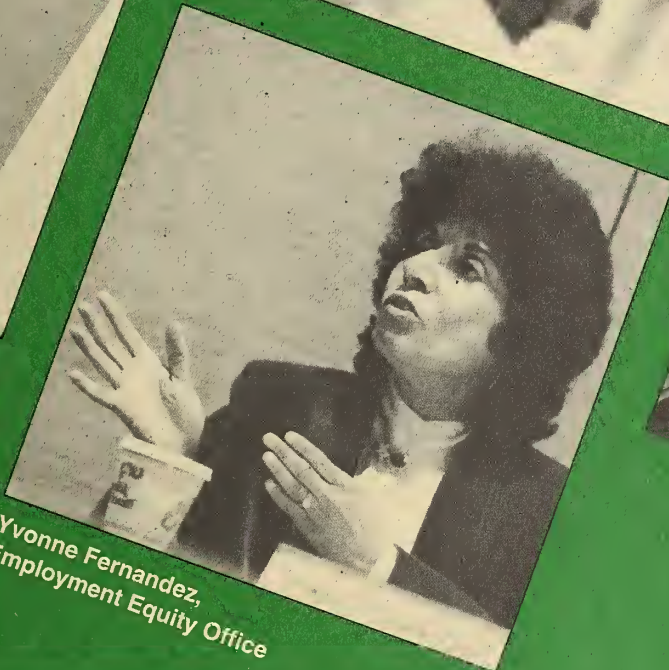
Ores Ting (l)
and Elaine Farley,
ESR members



Fulford Chin Choy,
ESR member



Yvonne Fernandez,
Employment Equity Office



New Employment Equity Initiatives

To further MOEE's Employment Equity initiatives, Deputy Minister **Richard Dicerni** met with the Division Heads in February to discuss new strategies. As a result of that meeting, each assistant deputy minister (ADM) agreed to take a lead role for one of the designated groups.

Gerry Ronan, ADM, Environmental Sciences and Standards, will work with racial minorities; **Peter Victor**, ADM, Policy Development and Intergovernmental Relations, will focus on persons with disabilities; **Sheila Willis**, ADM, Regional Operations, deals with aboriginal people. **Boris Boyko**, ADM, Environmental Planning and Prevention, will work with women; and **Ron Clark**, acting ADM, Waste Reduction Office, will look after francophones.

The ADMs will meet and discuss Employment Equity initiatives, perceptions, issues, concerns and recommendations and will focus on actions required by the ministry's directors and division heads in delivering Employment Equity Strategies. The Employment Equity Office will schedule sessions for the designated groups in MOEE regions and branches in May and June. Any questions regarding this initiative should be directed to **Lee Prasaud**, program officer, Employment Equity Office at (416) 323-5162.

HOW GREEN

It's one thing to decide to purchase only environmentally sound products. It's another kettle of fish entirely to educate suppliers and establish procedures to integrate environmental considerations into the procurement process. The MOEE has been so successful in making this transition that it has become a "green" procurement model and is now taking an active leadership role in helping other government bodies shape their procurement policies.

Nadia Vakharia, director, Administrative Services Branch, began emphasizing the importance of supporting the 3Rs in procurement policies two years ago, when the MOE participated in a government-wide procurement program sponsored by the former Ministry of Government Services. Under that program, **Louis Leung**, program coordinator, Administrative Services, spent several months travelling throughout the

province to present and discuss "green" procurement practices with various ministries. Since then, he has been working extensively with suppliers and procurement officers to direct changes in the MOEE's procurement practices and to support the development and acquisition of environmentally sound products.

This led to last year's development of MOE's Greening Procurement handbook, which he distributed to members of the Government Incorporating Procurement Policy to Eliminate Refuse group (GIPPER), chaired by the City of Toronto's procurement commissioner. In response to the handbook, Louis has been invited to speak to procurement officers at the City of Toronto, Toronto Hydro and the Black Business and Professional Association to share

Air Resources' Duncan Fraser (l.) and Wilfred Dong chat at Greening Procurement information session



ARE YOUR PRODUCTS?

MOEE's experiences in developing an innovative environmental procurement program.

Louis is also active in the Canadian Standards Association (CSA), which includes representatives from manufacturing companies throughout Canada. And as a voting member of the CSA's Product Life Cycle Assessment Committee and the Environmental Labelling Committee, he encouraged the development of their environmentally sound business practices.

One of the keys to MOEE's new procurement policy is the Product Information Request Form, which was distributed to suppliers last year. Now sent out with all tender requests, this form includes a detailed list of questions, such as: Is the product reusable? Can the product be recycled after use? Is the product energy efficient? And to help phase in the new form, Louis held a series of information sessions in 1992 for more than 100 suppliers of everything from chemicals to computers.

"The form is key to our policy to adhere to the federal government's Environmental Choice Program (ECP) in our purchasing practices, so it was important for us to help the suppliers understand exactly what we're looking for and why," says Louis, who also held information sessions for staff about purchasing environmentally friendly products.

At the staff sessions, he also suggested that eight new innovative greening products be introduced for use within the MOEE. These include: re-inked and reloaded printer ribbons; HP Deskjet printer cartridge refills; re-manufactured printer toner cartridges; rubber stamps for fax machines, transmissions; Versapak reusable envelopes; Enviro binders, folders and rulers; EcoWriter pencils; and Sno-n-Ice Melter.

"We've already instructed procure-



Louis Leung, program coordinator, Administrative Services Branch, held information sessions about purchasing environmentally friendly products.

ment management officers that products with the EcoLogo on the federal government's Environmental Choice Program. (ECP) are the backbone of our purchasing policy," says Louis. "We're now developing specifications for designated products that don't carry the

ECP logo. After that, our next step is to incorporate these product specifications and environmentally sensitive suppliers into our computerized procurement system to facilitate sourcing. That will complete the "greening" of our procurement process."

Northwest Region bids farewell to Ev Small

Ev's easy-going nature earned him well-deserved praise from customers and colleagues. We're going to miss you, Ev!



They're still talking about the shenanigans at Thunder Bay's Masonic Hall on December 17th. And it wasn't just another Christmas party that kept the place hopping until the wee hours. The occasion was a rousing party for Northwest Region's groundwater evaluator, **Ev Small**, who retired at the end of December after more than three decades with the Ministry of the Environment.

While the party itself wasn't a surprise, Ev wasn't prepared for the crowd that greeted him. More than 75 MOEers, drillers and friends turned out to bid him farewell at the fun-filled dinner and dance, with music provided by none other than Harbour — a local band made up of musical ministry employees.

"I never expected anything like it," says Ev. "And I certainly didn't expect to see **Pat Hollett**, now director, Investigations and Enforcement Branch, who flew up from Toronto. We worked together years ago in Toronto and I had only seen her once since 1974. It was great to see her again and for the first time in my life, I kissed a director!"

Originally from New Brunswick — where his New England drawl earned him the nickname "Tex" among classmates — Ev took his Mount Alison geology degree to Toronto in 1960 to join the Ontario Water Resources Commission (OWRC). One of the lucky team to work in the old abandoned schoolhouse that was air-conditioned by cracks in the walls, Ev signed on with the Groundwater Branch of the Water Resources Division.

Given a desk, a bottle of ink, and a handful of pen nibs with which to copy the water well records that were published in the OWRC Groundwater Bulletin, Ev was classified as a

TAKING AIM AT ME

Concern about mercury pollution isn't new, but in the last few years, it has escalated dramatically. And the good news is that we may have a lot more ammunition against mercury pollution in the future, thanks to Air Resources Branch's development of a new mercury analyzer.

"We've been conducting mercury pollution surveys since the 1970s," says **Dr. Maris Lusic**, manager, Atmospheric Research and Special Programs, "but it's only in the past five years that the full implications of mercury emissions have been realized through widespread environmental pollution and bioaccumulation."

Contamination of fish by mercury is widespread in Ontario and the north-

eastern United States and it is now accepted that direct input from the atmosphere is the major source of mercury in our lakes. This comes mostly from nonferrous metal smelting, fossil fuel combustion and solid waste incineration.

The Water Resources Branch has been monitoring for mercury in precipitation for some time in the Dorset area. However, one of the problems in

Clerk 3 because the term hydrogeologist hadn't been coined yet. It was such a new field that sampling techniques were often quite rudimentary in those days. In fact, Ev still remembers the day that **Ron Hore**, now director, Northeast Region, used a manure-covered shovel to break the ice in a well in order to take a sample—and lost the shovel in the process!

In the mid-1960s, Ev was assigned to the Water and Well Management Branch, where he spent most of his time resolving well interference complaints. And colleagues will chuckle whenever Ev recalls memories of his trips to Brampton in the mid-1960s when the OWRC was test drilling for wells in nearby Huttonville. During the pumping test, wells started going dry all over the place.

"The local people didn't like it because they thought that we had stolen their underground water," says Ev. "It wasn't like that at all. The wells were just dry for a few days while we were test pumping, but the media got hold of it and blew it all out of proportion. It was really something."

When regionalization became a reality in the mid-1970s, geologists were asked where they wanted to relocate, and Ev quickly chose Thunder Bay, where he became the only groundwater specialist in the region. Whether giving licensing exams for water well drillers, pinch-hitting as a water well inspector or handling delicate customer complaints about wells in the area, Ev's easy-going nature earned him well-deserved praise from both customers and his many colleagues over the years:

"The seasons, years and decades have come and gone, as have the drillers, but Tex has remained a fixture in this office — and in the smoking areas outside the building doors," says **Jim Gehrels**, senior hydrogeologist. "The New Brunswick Travel Guide opens with the phrase, 'There is a gentle pace of life in New Brunswick,' and I think that everyone would agree that this characterizes Ev and his hospitable, generous attitude to those around him. We're going to miss you, Ev!"



Ev Small does the honors at his retirement party and (far left) enjoys the festivities with his wife, Mary Lou, and Jim Gehrels, senior hydrogeologist.

••••• MERCURY POLLUTION •••••

monitoring mercury in air in the past has been the limitations of available analyzers. They weren't sensitive enough to measure small amounts of mercury pollution, which can bioaccumulate to potentially toxic levels. The problem, however, has recently been overcome — through the ingenuity of **Andy Ng**, coordinator, Mobile Monitoring, and **Michael Corbridge**, mobile monitoring project scientist.

They worked with a consultant, Danny Schneeberger, of F. H. Schaedlich Consulting Ltd. to develop a new mercury analyzer, which is unique because the mercury is preconcentrated for several minutes on a pure gold cartridge and then desorbed onto the detector.

Air Resources director **Ed Piché** challenged his colleagues to come up with a state-of-the-art mercury analyzer — and that's exactly what

they did. The new analyzer — which is now undergoing field tests — is more than 10 times as sensitive as the traditional model.

"We now have a new analyzer that allows us to monitor mercury pollution in both urban and rural locations," says Maris. "And we're very hopeful that this instrument will help us contain this very serious environmental problem in the future."

LIVING WITH CHANGE

What happens when one ministry joins with another? How do you pay bills? Administer contracts? Answer the phone? What about old letterhead or business cards?

These are just a few of the questions being addressed by the transition team established by Deputy Minister **Richard Dicerni** within the new Ministry of Environment and Energy. Here are the answers to some transition questions:

Name of the ministry: The official name is Ministry of Environment and Energy. Its acronym is MOEE. In French, the official name is Ministère de l'Environnement et de l'Énergie. There is no acronym in French.

Location, location, location: The minister's office of the Ministry of Environment and Energy is located in the former Ministry of the Environment's head office — 135 St Clair Ave West, 12th Floor, Toronto, Ontario M4V 1P5. The former Ministry of Energy's offices are located at 56 Wellesley Street West, Toronto, Ontario M7A 2B7.

Visual Identity: The new logo for the Ministry of Environment and Energy will be determined in the near future. Indicate changes to business cards, letterhead or other matter when re-ordering products. Copies of the new logo will be available by calling the Public Affairs and Communications Services Branch at (416) 323-4663.

Answering the Telephone: If you answered the telephone using "Ministry of Energy" or "Ministry of the Environment" in your greeting, please use "Ministry of Environment and Energy." If you didn't mention the ministry, your greeting can stay the same.

Ministry Signage: Administrative Services Branch will be changing signage during scheduled maintenance, or as required. Call your facilities management officer for details.

ID Cards: ID Cards will be changed as they expire and are renewed.

Business Cards: Use your current business cards, and alter them manually by writing 'Environment' or 'Energy' on them as is relevant in your case. Do not

order new cards with the new ministry name until you have used all of your current cards (Reduce, Reuse, Recycle).

Letterhead: All old letterhead **must** be used before new letterhead may be used — for internal and external letters. If sending out external letters on old letterhead, please type the following under the existing return address "Ministry of Environment and Energy." Old letterhead may also be used as fax paper, photocopy paper or printer paper — but be sure to check with manufacturer's instructions before using this pre-printed material in your machines.

Forms: Same as for letterhead.

Internal Circulation Lists: Should be updated to include personnel from Environment, Energy or Native Affairs, as required. Don't forget the agencies, boards and commissions attached to these former (and current) ministries:

Environment

Advisory Committee on Environmental Standards

Environmental Assessment Advisory Committee

Environmental Appeal Board

Environmental Assessment Board

EAB — Ontario Hydro Demand/Supply Plan Hearings

Environmental Compensation Corporation

Farm Pollution Advisory Committee

Hazardous Waste Advisory Committee

MISA Advisory Committee

Niagara Escarpment Commission

Ontario Round Table on the Environment and Economy

Ontario Clean Water Agency

Ontario Waste Management Corporation

Pesticides Advisory Committee

Waste Reduction Advisory Committee

Waterfront Regeneration Trust

Energy

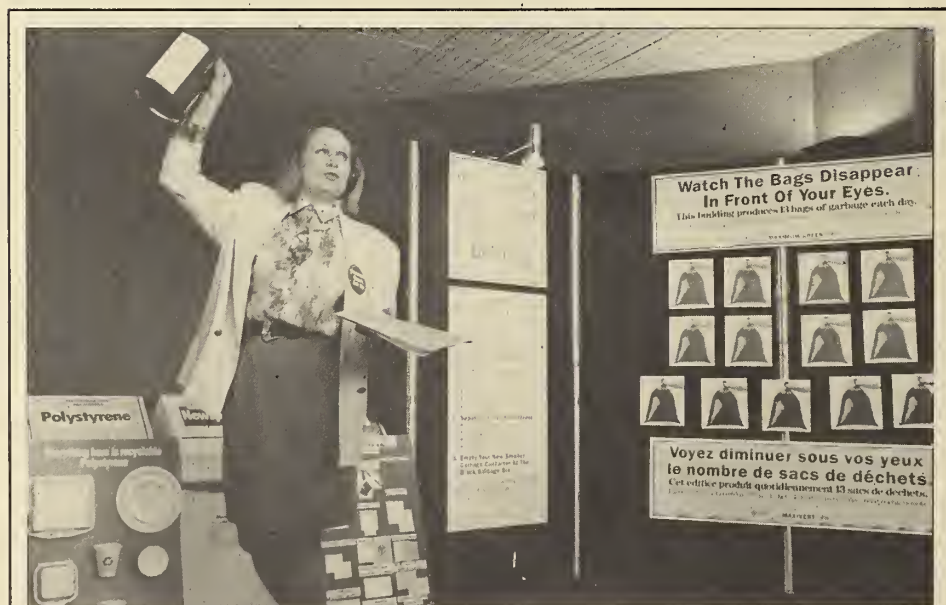
Ontario Energy Board

Ontario Energy Corporation

Ontario Hydro

Native Affairs

Ontario Native Affairs Secretariat



135 St Clair Maxed Out! Helle Tosine, chair of the MOEE Greening Committee welcomes 135's staff to the joys of reducing waste at work, at the Maximum Green project kick-off,

January 25, 1993. At press time, staff at 135 St Clair had reduced their waste output by 77 per cent from 13 bags of non-recyclable garbage each day to three bags per day!